

# Anti-Bullying policy



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## We recognise that:

- Bullying is “behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally”.
- One person or a group can bully others.
- Bullying can occur either face to face between individuals or groups or online, using information technology, such as computers, tablets, or mobile phones.
- Bullying can include:
  - Verbal teasing or making fun of someone.
  - Excluding children from games and conversations
  - Pressurising other children not to be friends with the person who is being bullied.
  - Spreading hurtful rumours or passing round inappropriate photograph/images/drawings.
  - Shouting at or verbally abusing someone’s belongings.
  - Stealing or damaging people’s belongings.
  - Making threats.
  - Forcing someone to do something embarrassing, harmful, or dangerous.
  - Harassment on basis of race, gender, sexuality, or disability
  - Physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).
- Bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm.
- People are often targeted by bullies because they appear different from others.
- We all have a role to play in preventing bullying and putting a stop to bullying.

## The purpose of this policy is:

- To prevent bullying from happening in our organisation, as much as possible
- When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need.
- To provide information to all staff, volunteers, children, and their families about what we should all do to prevent and deal with bullying.

## We will seek to prevent bullying by:

- Developing a code of behaviour that sets out the “dos and don’ts” in terms of how everyone at activity alliance is expected to behave, both in face-to-face contact and online

- Holding regular discussions with staff, volunteers, partners, children, young people, and families who are involved with activity alliance to ensure that they understand our anti-bullying policy. These discussions will focus on:
  - Everyone has responsibilities to look after one another and uphold the code of conduct.
  - Practice skills such as listening to each other
  - Respecting the fact that we are all different
  - Making sure that no one is without friends.
  - Dealing with problems in a positive way
  - Checking that the anti-bullying measures are working well.
- Following the activity alliance complaints procedure
- Making sure that staff, volunteers, partners, children, young people, and families who are involved with activity alliance have clear information about our anti-bullying policy, complaints procedure, code of conducts, behaviour promise and anti-bullying procedures.

### When bullying occurs, we will respond to it by:

- Having a clear anti-bullying policy in place.
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying.
- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and activity alliance as a whole.
- Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved.

Avoiding any punishments that make the individuals concerned seem small or look or feel foolish in front of others.

### What to do if you are worried about a child

Speak to the NSPCC if you are concerned about a child's welfare. Whether you want to report child abuse and neglect, or are not sure what to do, the NSPCC are there to listen, offer advice and support, and can take the next steps if a child is in danger.

The NSPCC helpline is currently operating between the hours of 10am and 4pm from Monday to Friday. However, you can also email [help@NSPCC.org.uk](mailto:help@NSPCC.org.uk) at any time. It's free and you can remain anonymous.

#### [NSPCC](#)

Telephone: 0808 800 5000

Text: 88858

If you think a child is in immediate danger dial 999 straight away to contact the police.

### Activity Alliance

If the concern is an allegation relating to an adult who is working/volunteering or used to work at any Activity Alliance activity, then you will still need to follow the [Activity Alliance Safeguarding reporting structure](#). You can also contact our safeguarding team using the details below:

Jannine Walker  
Activity Alliance Lead Officer  
Email: [jannine@activityalliance.org.uk](mailto:jannine@activityalliance.org.uk)  
Phone: 07725 273158

Rob Belbin  
Activity Alliance Board Safeguarding Lead  
Email: [rob@activityalliance.org.uk](mailto:rob@activityalliance.org.uk)

Agata Sromecka  
Activity Alliance Safeguarding support  
Email: [info@activityalliance.org.uk](mailto:info@activityalliance.org.uk)  
Phone: 01509 227752

Helen Derby  
Activity Alliance Deputy Officer  
Email: [helend@activityalliance.org.uk](mailto:helend@activityalliance.org.uk)  
Phone: 07764 291662